Competitive Integrated Employment Blueprint
California Department of Education
California Department of Rehabilitation
California Department of Developmental Services

State Council on Developmental Disabilities

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Presenters

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California Competitive Integrated Employment Blueprint

▸ Employing Individuals with Intellectual Disabilities and Developmental Disabilities in California

"Real Work for Real Pay in the Real World"

California Department of Education (CDE)

- Oversees local educational agencies, which includes over 9,000 public schools

- In 2013-14 there were approximately:
  - 7 million public school students
  - 705,000 students with disabilities
  - 137,000 students, ages 16-21 with disabilities, of which there were 29,000 whose disability category could be considered ID/DD

California Department of Education (CDE)

- Transition services are a coordinated set of activities that are:

  - Within a results-oriented process

  - Based on the individual student's needs

  - Include instruction, related services, community experiences, development of employment and other post-school living objectives

California Department of Rehabilitation (DOR)

▶ In 2013–14:

- The DOR served approximately 100,000 eligible Californians with disabilities

- 1,700 individuals with ID/DD ages 16–21
- 2,900 individuals with ID/DD ages 22 and over

California Department of Rehabilitation (DOR)

- Provides services and advocacy that assist people with disabilities to increase opportunities to:
  - Live independently
  - Become employed
  - Have equality in the communities in which they live and work
- Collaborates with community partners to increase competitive integrated employment opportunities.

California Department of Rehabilitation (DOR)

DOR DEPARTMENT of REHABILITATION
Employment, Independence & Equality

- Vocational rehabilitation services may include:

  - Vocational counseling and guidance
  - Vocational assessments
  - Job placement assistance (e.g., Supported Employment)
  - On-the-job training
  - Assistive technology

California Department of Developmental Services (DDS)

- In 2013-14:
  - The DDS supported over 250,000 individuals of which over 165,000 are of working age
  - 38,000 individuals with ID/DD ages 16-21
  - 126,000 ages 22 and over

California Department of Developmental Services (DDS)

- Supports individuals with intellectual disabilities and developmental disabilities through 21 private non-profit organizations who provide:
  - Diagnosis
  - Eligibility assessments
  - Planning, access, coordination and monitoring of direct services
- Employment First policy

Competitive Integrated Employment or "CIE"

- "<u>C</u>ompetitive" means: Customary wage and benefits

- "<u>I</u>ntegrated" means: A location where the employee interacts with other persons who are not individuals with disabilities

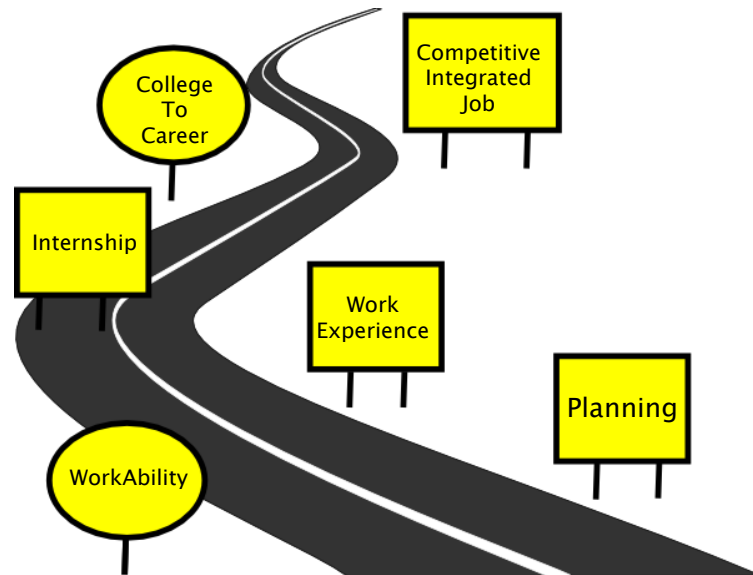- "<u>E</u>mployment" means: Paid work – "*Real Work for Real Pay in the Real World*"

Blueprint Development

- A Steering Committee provides oversight to the Interagency Workgroup to help guide the development of the Blueprint

- Interagency workgroup

- Stakeholder input

The Blueprint will be:

- A roadmap to guide implementation activities to support the achievement of CIE for individuals with intellectual disabilities and developmental disabilities over a five-year period.

Focus for Change – Section Four

Goals → Objectives → Targeted outcomes → Strategies → Actions → Goals

The Goals

The Goals of the Blueprint are:

1. Improve collaboration and coordination
2. Build system capacity
3. Increase the ability of individuals with intellectual disabilities and developmental disabilities to make informed choices

Targeted Outcome Examples

▸ Goal 1: Develop and distribute written guidance

▸ Goal 2: Increase the number of individuals with ID/DD participating in "On-the-Job Training" and "Earn and Learn"

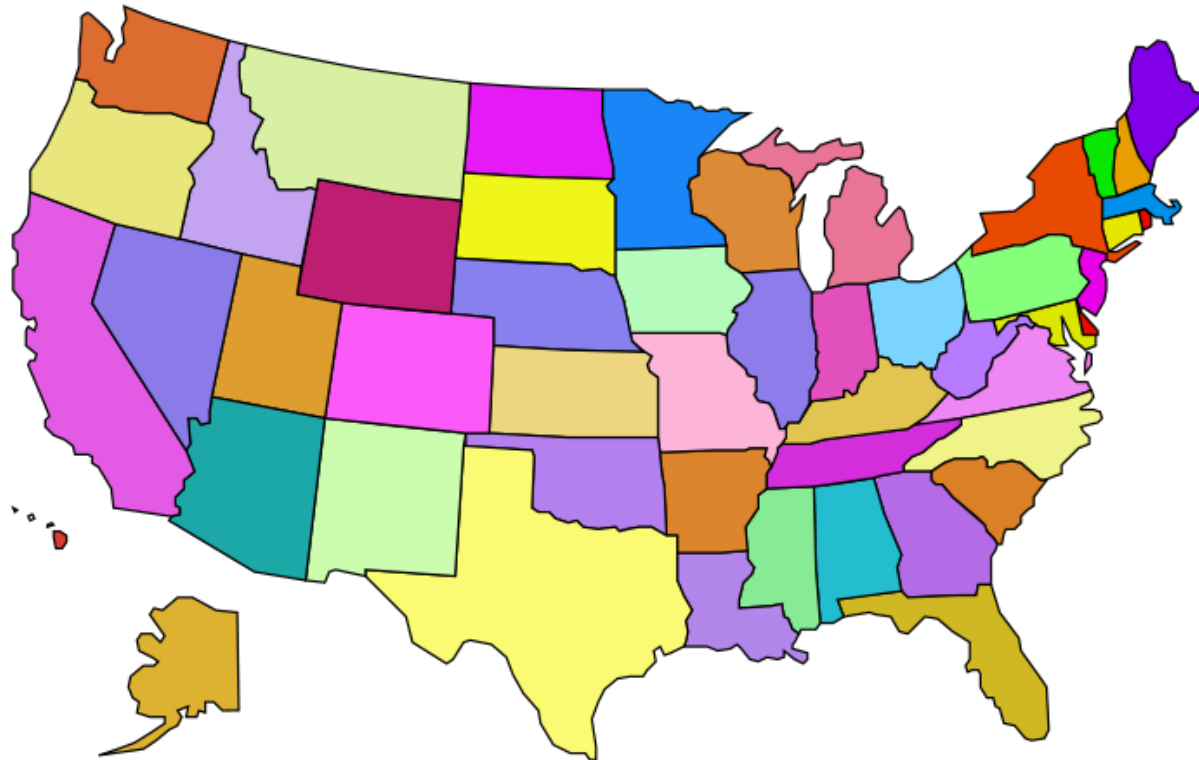▸ Goal 3: Provide career counseling, and information and referral services

CIE Blueprint

- Five fundamental career development pathways to competitive integrated employment:
  - Transition services
  - Adult pathways to employment
  - Post-secondary education activities
  - Supported employment services, customized employment and other employment support options
  - Business partner engagement

Learn From Other States

Stakeholder Process

- Conducted facilitated teleconferences

- Gathered input from Business partners

- Participated in face to face meetings with statewide consumer advisory groups

- Received input in writing via the California CIE inbox, CaliforniaCIE@dor.ca.gov.

Additional Stakeholder Input

- Consumer Advisory Councils
- California Employment Consortium for Youth and Young Adults
- Developmental Disabilities Public Policy Conferences
- Secondary Transition Institute, A Bridge to the Future

The Blueprint is nearing completion

▸ After final State level reviews
  - Posted for written public comment
  - Host final teleconference with stakeholders for comment
  - A final face to face meeting with consumer advisory groups

▸ Start the Implementation Work
  - Development of statewide joint written guidance

Federal and State Initiatives

WIOA Requirements for Pre-Employment Transition Services

‣ 15% categorical funding requirement

‣ No administrative costs

‣ Eligible or "potentially eligible"

‣ "Students with disabilities," ages 16 through 21

- Individualized Education Program
- Individual with a Disability (Section 504)

WIOA Pre-Employment Transition Services

- Pre-Employment Transition Services
  - Job exploration counseling
  - Work-based learning experiences
  - Counseling related to post-secondary opportunities
  - Workplace readiness training
  - Self-advocacy training

- Pre-Employment Transition **Coordination**

"We Can Work" Contracts

- Work experience
- Local educational agencies with no third party cooperative program agreements
- Contracts in process

Request for Proposals (RFPs)

▸ Summer Employment Academies (residential and non-residential)

▸ Self-Advocacy Training

▸ One year contracts, services to start summer 2017

A New Law in CA Supporting CIE

Assembly Bill 1

- Rate Increase for:
  - Service provider staff who provide direct care services a minimum of 75% of the time
    - This would include the following vendor staff:
      - Day Programs
      - Employment Programs
  - Increase for job coaching services
  - New Internship Program
  - Incentive payments for CIE

Assembly Bill 1

▸ New Annual Data Collection:
- Number of Employment Placements
- Type of Employment Placements
- Cost components of the hourly SEP rate
- Number of hours worked by each consumer
- Hourly wage of each consumer
- Other information determined by DDS

Assembly Bill 1 and Senate Bill 644

- New Paid Internship Program
  - Program to be developed with stakeholder input
  - Will be administered by community service providers
  - Sets maximum payment of $10,400 per year for each consumer placed
  - Requires annual reporting by regional centers to DDS

Assembly Bill 1
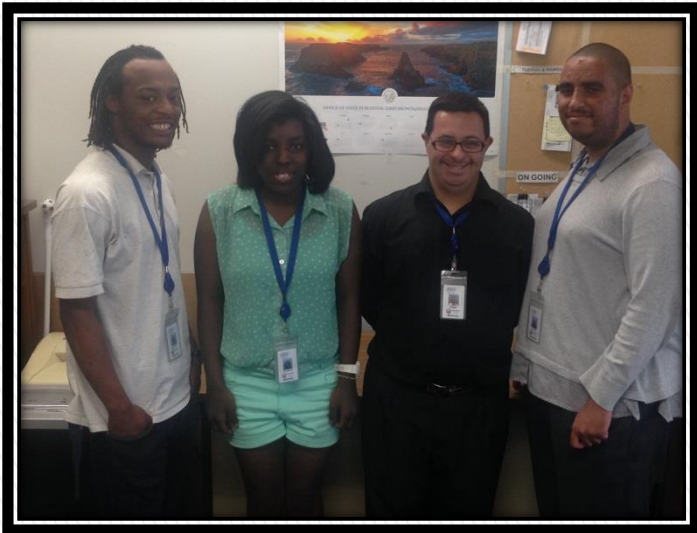
- CIE Incentive Payments
  - $20 Million in funding provided for CIE incentive payments to service providers
  - 3 CIE Incentives available
  - Requires regional centers to annually report to DDS for all CIE incentive payments made

Blueprint Information

- For information regarding the California Competitive Integrated Employment Blueprint, please visit the California Health and Human Services Agency website at www.chhs.ca.gov and select the tab on the top right titled "CIE"

- Please send questions and comments to CaliforniaCIE@dor.ca.gov

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Thank You

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Questions?